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CONSTITUTION
OF THE
UNITED BROTHERHOOD
OF
CARPENTERS AND JOINERS
OF AMERICA
AND
RULES FOR LOCAL UNIONS
UNDER ITS JURISDICTION

Established August 12, 1881

Constitution as Amended at the Thirteenth General Convention held at Milwaukee, Wis., September 19th to October 6th, 1904. Adopted by vote of the Local Unions, and

Went Into Effect May 1, 1905.

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OUR PRINCIPLES.

Resolved, That we as a body thoroughly approve of the objects of the American Federation of Labor and pledge ourselves to give it our earnest and hearty support.

UNION-MADE GOODS.

Resolved, That members of this organization should make it a rule, when purchasing goods, to call for those which bear the trademark of organized labor, and when any individual, firm or corporation shall strike a blow at labor organization, they are earnestly requested to give that individual, firm or corporation their careful consideration. No good union man can kiss the rod that whips him.

LABOR LEGISLATION.

Resolved, That it is of the greatest importance that members should vote intelligently; hence the members of this Brotherhood shall strive to secure legislation in favor of those who produce the wealth of the country, and all discussions and resolutions in that direction shall be in order at any regular meeting, but party politics must be excluded.

IMMIGRATION.

Resolved, That while we welcome to our shores all who come with the honest intention of becoming lawful citizens, we at the same time condemn the present system which allows the importation of destitute laborers, and we urge organized labor everywhere to endeavor to secure the enactment of more stringent immigration laws.

FAITHFUL WORK.

Resolved, That we hold it as a sacred principle that Trade Union men, above all others, should set a good example as good and faithful workmen, performing their duties to their employers with honor to themselves and their organization.

SHORTER HOURS OF LABOR.

We hold a reduction of hours for a day's work increases the intelligence and happiness of the laborer, and also increases the demand for labor and the price of a day's work.

MISCELLANEOUS.

We recognize that the interests of all classes of labor are identical, regardless of occupation, nationality, religion, or color, for a wrong done to one is a wrong done to all.

We object to prison contract labor, because it puts the criminal in competition with honorable labor for the purpose of cutting down wages, and also because it helps to overstock the labor market.

Resolved, That we most earnestly condemn the practice in vogue in many cities, but more especially in the West, of advertising fictitious building booms, as it has a tendency to demoralize the trade in such localities.



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ORDER OF BUSINESS.

1. Call the Meeting to Order.
2. Warden take Charge of the Door.
3. Conductor take up the Password.
4. Roll-Call of Officers by the R. S.
5. Reading of Minutes.
6. Propositions for Membership.
7. Election of Candidates.
8. Initiation of New Members.
9. Communications and Bills.
10. Reports of Officers, Delegates and Committees.
11. Appropriation of Moneys (Drawing Orders for Bills.)
12. Reading by President of Receipts from the G. S. for
Moneys sent to the General Office (and from District
Councils where such exist.)
13. Election and Installation of Officers.
14. Reports of Accident, Sickness or Death.
15. Any Members Out of Work?
16. Are there any Bosses Wanting Help?
17. Unfinished Business.
18. New Business.
19. Good of the Order.
20. Detailed Receipts and Expenses (to be read by the F. S.)
21. Adjournment.

NOTICE.—Members are permitted to show this Constitution to any person who may desire to peruse it.

CONSTITUTION.

NAME OF THE SOCIETY.

Section 1. This Society shall be known as the United Brotherhood of Carpenters and Joiners of America, and shall consist of an unlimited number of Local Unions and members subject to its laws and usages, and shall not be dissolved while there are three dissenting Local Unions.

Sec. 2. The following abbreviations, when used in the United Brotherhood, shall have these meanings, viz.:

U. B.—United Brotherhood.	G. S.—General Secretary.
G. E. B.—General Executive Board.	G. T.—General Treasurer.
D. C.—District Council.	L. U.—Local Union.
G. P.—General President.	R. S.—Recording Secretary.
	F. S.—Financial Secretary.

OBJECTS.

Sec. 3. The objects of the United Brotherhood are: to discourage Piece Work, to encourage an Apprentice System and a higher standard of skill, to cultivate feelings of friendship among the craft, to assist each other to secure employment, to reduce the hours of daily labor, to secure adequate pay for our work, to furnish aid in cases of death or permanent disability, and by legal and proper means to elevate the moral, intellectual and social condition of all our members, and to improve the trade.

GENERAL CONVENTION.

Sec. 4. The U. B. shall meet in General Convention biennially on the third Monday in September, at such place as may have been designed by the last preceding Convention.

Sec. 5. On motion of five L. U.'s, no two Unions to be in one state, a Special Convention may be called. Time, place and cause for holding the Convention must be stated in the motion and be approved by a general vote of the U. B.

Sec. 6. A Local Union shall be entitled to representation in the Convention for membership in good standing on this basis: A Union having 100 members or less shall be entitled to one Delegate; more than 100 members and less than 500, two Delegates; more than 500 members and less than 1,000, three Delegates. One thousand or any greater number of members, four Delegates.

Sec. 7. A Local Union shall not be entitled to representation which owes two months' tax to the G. S.

Sec. 8. The election of Delegates and Alternates shall be held on the first meeting in July preceding the Convention. All members shall be notified by mail to attend the meeting.

Sec. 8. (a) No member shall be eligible as a Delegate unless he is a Journeyman Carpenter, as per Section 61, working at and depending on the trade for a livelihood, or employed by the organization, and twelve months a member in good standing in the U. B. prior to his election, except when the L. U. has not been in existence the time herein required.

Sec 8. (b). The R. S. shall, under penalty of \$5 fine, at once report to the G. S. the name and Post Office address of the Delegate and Alternate.

Sec. 9. Each Delegate shall establish his claim to a seat by credentials duly signed by the President and R. S. of the L. U. he represents, with seal of said Union attached.

Sec. 10. Each delegate shall be entitled to one vote; no proxy representation shall be allowed. A delegate to the Convention of the U. B. must hold credentials from the Local of which he is a member, but several Locals can club together, or so can Unions in a D. C., and elect a delegate, but he must hold credentials from the Union of which he is a member.

Sec. 11. The mileage and expenses for the attendance of said Delegates shall be defrayed by the Unions they representatively represent.

Sec. 12. A quorum for the transaction of business shall

consist of a majority of the Delegates attending the Convention.

Sec. 13. Immediately after the opening of the Convention the G. P. shall appoint a Committee on Rules. After the report of this committee has been acted upon the G. P. shall appoint such committees as may be necessary, unless otherwise ordered. Each committee shall consist of five Delegates.

Sec. 13. (a). The Committee on Constitution and on Grievances and Appeals shall meet four days in advance of the Convention in the city where the Convention is to be held.

Sec. 13. (b). The Committee on Finance shall examine the accounts of the G. S. and G. T., and shall verify the audits made by the G. E. B., and shall meet ten days in advance of the General Convention.

Sec. 14. The G. P., G. S., G. T., and R. S. of G. E. B. shall be required to attend the Convention, and their expenses shall be paid out of the funds of the U. B., and they shall act as the Committee on Credentials, one day in advance of the Convention.

GENERAL OFFICERS.

Sec. 15. The General Officers of the U. B. shall consist of a General President, two General Vice-Presidents, a General Secretary, a General Treasurer and a General Executive Board of seven members, who shall be exempt from all local duties in the L. U. to which they belong.

Sec. 15. (a). Salaries of General Officers shall be as follows:

The General President, \$2,000 annually.

The General Secretary, \$2,000 annually.

The General Treasurer, \$1,800 annually.

The members of the General Executive Board and the General Organizers shall receive the sum of \$4.00 per day for such part of their time as is used in the service of the U. B. All salaries of the General Officers shall be fixed by the General Convention, subject to the referendum vote of the membership of the U. B.

Sec. 15. (b). The names of all nominees for all general officers be referred to the members of the U. B. for referendum vote, and the nominees receiving a plurality vote

of the members shall be declared elected. Nominations for all General Officers shall be made during the sessions of the General Convention, and immediately submitted to the members for referendum vote, and the term of office of those elected shall commence and expire on the first day of February each two years thereafter. The foregoing officers shall be elected by the Australian ballot system, as follows: The names of all nominees shall be printed on official ballots supplied by the U. B.; the member making an X opposite the name of the nominee he wishes to vote for. The use of all other ballots shall be prohibited. All officers elected shall hold office for two years, or until their successors are duly chosen and qualified.

Sec. 16. No member shall be eligible as a General Officer, Organizer or Deputy for the U. B. unless he is, at the time of his election or appointment, in the employ of the U. B. or is working at the trade and depending upon the same for a livelihood, and shall not enter or be in the employ of any other individual or organization during his term of office.

Sec. 17. There shall be seven divisions of the United States and Canada, and one member of the G. E. B. shall be elected from each Division, as follows: Division No. 1 shall be composed of the States of Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, Provinces of New Brunswick and Nova Scotia. Division No. 2 shall consist of New Jersey, Pennsylvania, Delaware, Maryland, Virginia, West Virginia and District of Columbia. District No. 3 shall consist of Kentucky, Indiana, Illinois, Ohio, Michigan and Wisconsin. District No. 4 shall consist of North and South Carolina, Georgia, Florida, Alabama, Tennessee, Mississippi, Arkansas, and Louisiana. District No. 5 shall consist of Minnesota, North and South Dakota, Nebraska, Iowa, Kansas, Missouri, Texas, Oklahoma and Indian Territory. District No. 6 shall consist of Washington, Montana, Oregon, Idaho, Wyoming, California, Nevada, Utah, Colorado, Arizona, New Mexico and Alaska. District No. 7 shall consist of the Dominion of Canada.

Sec. 18. The headquarters and general office of the U. B. shall be located in Indianapolis, Ind., until removed by a Convention and sustained by a referendum vote of the Brotherhood.

Sec. 19. In case of charges against any General Officer, the G. P. shall have power to suspend said officer pending an investigation by the G. E. B. Such investigation to take place, and the finding of the G. E. B. submitted to a general vote of the Local Unions within 30 days; the result of said vote to be returned to the G. P. within 30 days thereafter, and should the accused be found guilty as charged, by a two-thirds vote of the members of the U. B. voting, the G. P. shall make the suspension permanent.

Sec. 20. In case of charges against the G. P., the Gen. V.-P.'s in conjunction with the G. E. B., shall have power to suspend said officer pending an investigation by the G. E. B. with the Gen. V.-P.'s. And the findings of the court so organized shall be submitted by the G. S. to a vote of all the members of the U. B. within 30 days after the findings are complete, the result of said vote to be returned within 30 days thereafter, and should the accused be found guilty as charged by a two-thirds vote of all the members of the U. B. voting, the aforesaid officers shall make the suspension permanent.

GENERAL PRESIDENT.

Sec. 21. It shall be the duty of the G. P. to preside at all General Conventions of the U. B., and conduct the same according to parliamentary rules, and in conformity with the Constitution. He may personally or by Deputy examine all books, papers and financial accounts of any L. U. or D. C., summarily, or when he may deem it necessary. He shall have power to suspend any L. U. for any violation of the Constitution or laws of the U. B. or to fill any vacancy among the General Officers, by consent of a majority of the G. E. B. He shall sign all charters and decide all points of law, and all grievances and appeals, except as to disapprove claims subject to an appeal to the G. E. B., as per Sections 79, 80 and 81 of the Constitution.

Sec. 22. He shall examine all Local Rules and By-Laws and shall approve of the same if not in conflict with the Constitution. He shall supervise the entire interests of the U. B. and perform such other duties as the constitution may require, and shall submit a report quarterly to the G. E. B., and the same shall be published in the official journal. He shall also submit a biennial report to the

General Convention. He shall submit, monthly, to the G. S. an itemized account of all moneys expended by him on behalf of the U. B.

GENERAL VICE-PRESIDENTS.

Sec. 23. It shall be the duty of the two General Vice-Presidents to render such assistance to the G. P. as he may require, and they shall transmit a quarterly report of their actions to the G. E. B.

Sec. 24. In case of a vacancy in the office of G. P., the Vice-President next in rank shall become G. P., and perform the duties of that office.

GENERAL SECRETARY.

Sec. 25. The G. S. shall keep a correct record of the proceedings of the Convention, preserve all important documents, papers, letters received and copies of all important letters sent by him on business of the U. B. He shall conduct all official correspondence between the U. B. and Local Unions, receive all applications for charters, and shall sign and grant the same if in proper order. He shall have charge of the seal of the U. B., and shall affix it to all important official documents. He shall publish the official journal on the fifteenth of each month, giving therein all business appertaining to the Local Unions, he shall also issue the general password quarterly, and publish a monthly financial statement in pamphlet form of all moneys received and expended and the sources from which they have been received, same to be forwarded to the Secretary of each Local Union.

Sec. 26. The G. S. shall receive all moneys due from Local Unions and other sources, giving his receipt therefor. He shall keep a correct financial account between the several L. U.'s and the U. B., and draw an order on the G. T. for all bills and claims legally due by the U. B., and also those authorized by the G. E. B.

Sec. 27. The G. S. shall publish an annual report of his work and submit a Biennial Report to the Convention, and shall perform such other duties as are required of him by this Constitution.

Sec. 28. The G. S. shall daily turn over to the G. T. all moneys received by him, taking his receipt therefor.

Sec. 29. The G. S. shall give bond in the sum of twenty thousand (\$20,000) dollars for the faithful and honest performance of his duties. He shall employ his own clerical assistance at reasonable salary, payable from the General Fund.

GENERAL TREASURER.

Sec. 30. The G. T. shall receive from the G. S. all funds and deposit same in the name of the U. B. of C. & J. of A. in such banks as may be designated by the G. E. B. He shall make no disbursements except on order of the G. S. and signed by the G. P., and in case of drawing money from the bank, all checks must be signed by the G. T. and countersigned by the G. P. or the G. S. He shall submit an itemized statement of all moneys received and expended by him to the G. E. B. at their quarterly meeting for the preceding three months, and submit to them his books and vouchers for inspection and audit, and shall at any time produce to the G. E. B. all his books and vouchers when called upon to do so, and shall perform such other duties as the G. E. B. may require, and shall submit a biennial report to the Convention showing the total receipts and expenses for the preceding two years, and file a bond with the G. E. B. in the sum of \$50,000 as security for the faithful performance of his duties.

GENERAL EXECUTIVE BOARD.

Sec. 31. The G. E. B. shall elect its own Chairman and Recording Secretary from among its members, and shall hold quarterly meetings regularly, or when required, in which the G. P. and G. S. shall have the right to voice, but not vote. All correspondence and appeals for the G. E. B. shall be sent to the G. S., who shall forward same to the Secretary of the G. E. B., retaining copy thereof, and the proceedings of the G. E. B. shall be published in *The Carpenter*.

Sec. 32. The G. E. B. shall decide points of law, all grievances and appeals submitted to them in legal form, and their decision shall be binding until reversed by the Convention.

Sec. 33. The G. E. B. shall have the power to authorize strikes, in conformity with this Constitution, and in con-

junction with the G. P. they shall have general supervision of the affairs of the U. B.

Sec. 34. It shall be the duty of the G. E. B. to prepare the bonds for the G. S. and G. T. and hold them in trust for the U. B. They shall employ a licensed State accountant to make a quarterly audit of the accounts and the books of the G. S. and G. T. They shall examine all bills, and shall perform such other duties as provided for in this Constitution. In no case shall a member of the G. E. B. act as a paid organizer.

Sec. 35. At any time the G. E. B. deems a new law or amendment is necessary to govern the U. B. they may recommend a clause to the Local Unions to be voted on; and should a two-thirds vote of the members voting support the recommendation, it shall become law.

ELECTION OF OFFICERS.

Sec. 36. The election of all Local Officers shall be by ballot, and it shall require a majority of all votes cast to constitute an election.

Sec. 37. When there are more than two candidates for the same office, at every unsuccessful balloting the one receiving the lowest number of votes shall be dropped, the voting to then continue until one has secured an absolute majority over all.

Sec. 38. At all elections of Local Officers, the presiding officer shall appoint two Tellers. He shall then announce the names of the candidates in rotation, and a vote shall be taken.

Sec. 39. The Tellers shall then collect and count the votes cast in the presence of the meeting. The R. S. shall act as Clerk of Election, and shall take charge of the ballots and preserve the same until after the installation of officers. The presiding officer shall declare the result of the ballot and announce the name of the elected candidate.

PROPERTY.

Sec. 40. All Local and General Officers, at the expiration of their terms of office or when removed, or when their offices are declared vacant, shall deliver to their successors all books, papers, moneys and other property in their possession, belonging to the U. B. or L. U.'s, and they shall not

be relieved from their bonds or obligations until this law is complied with.

ADMISSION OF LOCAL UNIONS.

Sec. 41. A Local Union may be organized by ten or more Journeymen Carpenters or Joiners, who must apply to the G. S. and send \$10 for charter fee. Then the G. S. shall forward charter, outfit and seal, provided the applicants are qualified according to the Constitution.

Sec. 42. More than one Union may be chartered in the same city, provided no reasonable objections are offered by the L. U. or D. C. in said locality.

Sec. 43. Where there are two or more Local Unions located in one city they must be represented in a Carpenters' District Council, composed exclusively of Delegates from Unions of the U. B., and they shall be governed by such By-Laws and trade rules as shall be adopted by said D. C. and approved by Local Unions thereof and the G. P.

Sec. 44. District Councils shall have the power to frame and enforce working and trade rules in their respective localities; shall adopt By-Laws and rules governing local, strike and other benefits, and shall provide for and hold trial of all violations of trade rules, and may impose such penalty as it may deem the case requires, subject to an appeal to the G. P., as per Sections 79, 80 and 81, and thence to the G. E. B., whose decision shall be final.

Sec. 45. By-Laws and trade rules for the government of District Councils and for Local Unions where District Councils exist, must be submitted by the D. C. to the L. U.'s represented in said district, and must be adopted by a majority of all members voting, at a special meeting called therefor, and shall in no way conflict with the Constitution of the U. B.

Sec. 46. A copy of such laws and rules, before becoming law, shall be submitted to the G. P. for his approval, and shall be filed with the G. P. and G. S.; likewise all future amendments must be submitted and filed.

Sec. 47. A L. U. cannot withdraw from the U. B. or dissolve so long as ten members in good standing object thereto, but may consolidate with another L. U. by a majority vote of each Union, after paying up all indebtedness up to date of consolidation.

SUSPENDED AND LAPSED UNIONS.

Sec. 48. If at any time a Local Union should withdraw, lapse, dissolve, be suspended or expelled, all property, books, charter and funds held by, or in the name of, or on behalf of said Local Union, shall be forwarded immediately by express to the G. S. to be held in safe keeping for the U. B. as trustee for the carpenters in that locality until such time as they shall reorganize.

Sec. 49. The officers and members of said Local Union will be held responsible for compliance with this section within thirty days after such dissolution, or suspension, or withdrawal, under penalty of being prosecuted by law, and forfeiture of membership and benefits in this U. B.

Sec. 50. Any Local Union which wilfully or directly violates the Constitution or principles of this U. B. or acts in antagonism to its welfare, can be suspended by the G. P. by and with the consent of the G. E. B.

Sec. 51. A member of a lapsed or suspended Local Union, if he is in good standing, can take a clearance to the nearest Local Union in his vicinity upon application to the G. S., who shall issue same. Said clearance can be sent by mail to the nearest Local, and can be accepted without requiring the personal attendance of the member.

FINANCE AND DUES.

Sec. 52. The initiation fee of all members shall not be less than five dollars. Beneficial members shall pay not less than 50 cents per month dues, and Semi-Beneficial Members and Apprentices not less than 30 cents per month dues. No officer or member shall be exempt from paying dues or assessments, nor shall the same be remitted or cancelled in any manner.

Sec. 53. Monthly dues shall be charged on the books on the first of each month. (See Sec. 76.)

Sec. 54. The F. S. shall not receive the dues of members in the interim between meetings, except that after the last meeting in the month he shall receive dues at his home or office up to and including the last day of the month, entering upon the card of membership the exact date of payment. (See Sec. 153a.)

Sec. 55. Each Local Union shall pay to the G. S. twenty-five cents per month for each Beneficial and Semi-Beneficial

member, in good standing (not three months in arrears). All moneys received by the G. S. shall be used as a fund for the general management of the U. B. and payment of all death and disability benefits prescribed by the Constitution, together with all legal demands made upon the U. B.

Sec. 56. The Treasurer of the Local Union shall send the Per Capita Tax to the G. S. the first meeting night of each month, for the month preceding. All moneys shall be payable by P. O. Money Order, Bank Draft or Express to the G. S., who shall receipt for the same.

Sec. 57. The Per Capita Tax shall be held as a standing appropriation. An order for the same shall be signed by the President and Recording Secretary without requiring a vote of the Local Union.

Sec. 58. Whenever by virtue of an increased death rate a deficiency is likely to arise in the General Fund, the G. E. B. shall have authority to draw from the funds of each L. U. such sum for each member in good standing as may provide against such deficiency.

Sec. 59. A Local Union, when three months in arrears to the U. B., shall be suspended. The G. S. shall, by registered letter notify the L. U. when two months in arrears before the fifteenth day of the third month. (See Sec. 111.) It is the duty of the members of the Locals to see that tax of their L. U. is promptly paid and receipts for the same read at the meetings.

Sec. 60. All Constitutions, cards and supplies shall be furnished by the G. S., per order of the F. S. of any Local in good standing, and the money for the same shall be sent to the G. S., and shall accompany all orders for supplies. The F. S. shall have full control of all supplies, and shall issue the same, subject to orders of his L. U.

QUALIFICATIONS FOR MEMBERSHIP.

Sec. 61. A candidate to be admitted to Beneficial membership in any Local Union of the U. B. must not be less than twenty-one and not over fifty years of age, and must be a journeyman carpenter or joiner, stair-builder, ship-joiner, millwright, planing mill bench hand, cabinetmaker, car builder, or running wood-working machinery. He must be of good moral character and competent to command standard wages. (See Sections 65 and 92.)

Sec. 62. The jurisdiction of this U. B. shall extend over all men engaged in the occupations enumerated in Section 61, whether on the building in its erection or repairs, or employed in the preparation or manufacture of material for same.

Sec. 63. A candidate applying for admission in any Local Union under the jurisdiction of the U. B. must be a citizen of the United States or Canada, or must furnish proof of his intentions to become a citizen.

Sec. 64. Any apprentice of good moral character, over 17 years of age, may be admitted to membership, and on attaining the age of 21 years, if six months in good standing and otherwise qualified, as per Section 61, will be classed as a beneficial member.

Sec. 65. Any apprentice under 21 years of age or any candidate over 50 years of age, when admitted to membership, or who was in bad health when he joined, or who was not qualified for benefit, as prescribed in Section 92, shall be classed as a semi-beneficial member, and shall not be entitled to the benefits prescribed in Sections 94, 95 and 96.

Sec. 66. A semi-beneficial member shall be entitled to the right to vote and hold office, and to all trade privileges and to strike benefits.

Sec. 67. Any member incapacitated by age or accident may be permitted to obtain employment under the regular scale of wages by the consent of his L. U. or D. C.

Sec. 68. A person who has been expelled, suspended for non-payment of dues, fines or misdemeanors, or rejected, in any Local Union of this U. B., shall not be eligible to membership in any other L. U. except by consent of the L. U. of which he was a member, or in which he was rejected. (See Section 168.)

Sec. 69. No member of the United Brotherhood shall lump, sub-contract or work at piece work for any owner, builder, building material manufacturer or contractor. For a violation of this section or any part of it he shall be fined not less than \$10, or be expelled from the U. B., or both.

Sec. 70. Where a member contracts work or becomes a foreman, he must comply with Union rules and hire none but members of the U. B.

Sec. 71. No member of the U. B. can remain in, or become a member of more than one Local Union, or any other

organization of Carpenters and Joiners, under penalty of expulsion. Any member joining the army or navy shall not be entitled to financial benefits.

ADMISSION OF MEMBERS.

Sec. 72. A candidate qualified and who desires to become a member of any Local Union of this U. B., must fill out the regular application blank, and sign his name to it, and have the same certified to by two members in good standing, as vouchers for the applicants fitness to become a member, and after being passed on shall be filed away by the R. S. for future reference.

Sec. 73. A candidate for membership cannot join any Local Union other than the one in the district in which he works, unless permission be granted him by the L. U. or D. C. where he works. †

Sec. 74. The application of the candidate must be presented to the F. S. with the full initiation fee and lay over one week for investigation, and shall be referred to a special committee of three, who shall in the meantime inquire into his qualifications to become a member and report at the next regular meeting of the L. U., making such recommendation as it deems proper, or may be elected and initiated at the same meeting if the Investigating Committee reports favorably.

Sec. 75. Upon hearing the report of the committee the candidate shall be voted or balloted for, and if elected shall be initiated and hand in his name and address to the F. S., who shall place the same on the books of the L. U. and furnish him with a card of membership and a copy of constitution and local by-laws.

Sec. 76. A two-thirds vote shall be necessary to elect a candidate for membership. If not present, the R. S. shall notify him of his election and order him to appear. Immediately after initiation he shall pay not less than one month's dues in advance; also the proportionate amount for the current month.

Sec. 77. A candidate failing to present himself for initiation within the space of four weeks after his election shall, unless he gives good and sufficient reasons, forfeit his initiation fee.

Sec. 78. When an applicant is rejected, his initiation fee

shall be returned to him. He may have the privilege of renewing his application for three successive meetings in the L. U. to which he first applied, and if then rejected the R. S. shall notify the G. S. to publish such rejection in the official journal.

APPEALS AND GRIEVANCES.

Sec. 79. A member who has a grievance, or who has had an injustice done him in any way, or any Local Union or District Council having any grievance, may appeal to the G. P. for redress, subject to a further appeal to the G. E. B., but in no case shall an appeal act as a stay of proceedings, except in a case where a monetary penalty is imposed.

Sec. 80. The party or parties aggrieved must send the appeal any time within thirty days after the date of the action or grievance complained of, together with all the evidence in the case, and shall file a copy of such appeal with the Local Union, D. C. or General Officer complained of.

Sec. 81. No appeal can be entertained by the G. P. where any sum of money is involved, unless the appellant has first paid over to the L. U. or D. C. imposing the amount in question, to be held until the appeal is decided.

Sec. 81. (a). All parties to an appeal to the G. P. are required to go before a Notary Public and make affidavit to the truth of their written or printed statements.

DUTIES OF MEMBERS.

Sec. 82. Each member will be entitled to all the benefits, rights and privileges of this U. B., as prescribed in this Constitution by strictly adhering to its obligation, and by him and his Local Union obeying the Constitution and Rules.

Sec. 83. No member of this U. B. will be allowed to violate the trade rules of the locality in which he works.

Sec. 84. No member shall be allowed to injure the interests of a fellow member by undermining him in prices or wages, nor perform any other wilful act by which the reputation or employment of any member may be injured.

Sec. 85. All business of the Local Union shall be kept strictly private from persons outside of the Local, unless publication of the same be authorized by vote of the L. U.

Sec. 86. Any violation of Sections 83, 84 and 85 shall be punishable by a fine of not less than \$5, or by expulsion, or both.

Sec. 87. A member who divulges the quarterly password for any purpose, other than to enter the meetings, shall be expelled.

Sec. 88. Each member is required to keep the F. S. and R. S. properly notified of his correct place of residence and any change of same under penalty of one dollar fine.

MEMBERS IN ARREARS.

Sec. 89. When a member owes a sum equal to three months' dues he is not in good standing, and is thereby suspended from all benefits in the interim, and will not again be in benefit until three months after all his arrearages are paid in full, including the current month.

Sec. 89. (a) No claim for general benefit arising out of any sickness or accident occurring while a member is in arrears, shall be allowed.

Sec. 90. A member owing a Local Union any sum equal to six months' dues shall be suspended from membership without a vote of the Union, and his name be stricken from the books. After that he can be re-admitted only as a new member, subject to such re-admission fee as shall be determined by the L. U. or D. C. and provided in their by-laws.

Sec. 91. A member three months in arrears shall not be entitled to the password, or to a seat, or office in any meetings of the L. U. (See Section 89.)

BENEFITS OF MEMBERS

Sec. 92. A beneficial member must not be less than 21 and not over 50 years of age, at the time of his admission to membership, and when he joined must have been in sound health, and not afflicted with any disease or subject to any complaint likely to endanger his health or cause permanent disability.

Sec. 93. Each beneficial member will be entitled to the following benefits, under the conditions herein prescribed in this Constitution, provided he is over six months a contributing or financial member in good standing, and when three months in arrears he shall be debarred from all benefits until three months after all his arrearages are paid in full. (See Section 89.)

Sec. 94. The wife funeral benefit shall be \$25 on six months' membership, and \$50 on one year's membership.

Sec. 95. The member's funeral benefit shall be \$100 on six months' membership; and \$200 on one year's membership.

Sec. 96. The disability benefit shall be \$100 on one year's membership; \$200 on two years' membership; \$300 on three years' membership, and \$400 on five years' membership.

Sec. 97. Sick benefits shall be regulated by the Local By-Laws of each L. U., and are payable by the Local Union.

Sec. 98. A semi-beneficial member (see Section 65) shall be entitled only to a funeral allowance of \$50, payable from the general fund, provided at time of death he is over one year a member in good standing, and when three months in arrears he shall be debarred from all benefits until three months after all arrearages are paid in full. He shall not be entitled to the benefits specified in Sections 94, 95 and 96.

WIFE FUNERAL BENEFITS.

Sec. 99. A beneficial member, lawfully married, on the death of his wife shall be entitled to the wife funeral benefit, as prescribed in this Constitution, on condition that his wife was in good health at the time of his admission to membership.

Sec. 100. A person, if married, whose wife is in ill health, may be admitted to membership, but in the event of her death, he shall not be entitled to the wife funeral benefit. Should the wife be sick at the time her husband joins the Union, then said wife shall, after she becomes well, be examined by a physician, who shall furnish a certificate of health to the L. U.

Sec. 101. All the rules and provisions as to age, health and conduct applying to a claim for a Members Funeral Benefit shall apply to a claim for a Wife's Funeral Benefit, for one wife only.

MEMBER'S FUNERAL BENEFIT.

Sec. 102. On the death of a member in benefit, his wife or legal heirs as named on his application, shall be entitled to the Member's Funeral Benefit as prescribed in the Constitution.

Sec. 103. If a member in benefit dies without leaving any

legal heirs, the Local Union shall see him respectably interred. The officers or a committee of the L. U. shall attend his funeral, and the U. B. shall pay the funeral expenses, but in no case shall the funeral expenses exceed the full amount of benefit, nor shall the U. B. be held liable for any further benefits in the name of the deceased.

Sec. 104. In the case of any member whose disability or death is caused by intemperance, or his own improper conduct, or by any accident or disease incurred previous to joining the U. B., or while on duty as a volunteer or militiaman or by exposing himself to risks to which men in the occupations classified in Section 61, are not usually liable, neither he nor any person for him shall have any claim on the funds of the U. B.

DISABILITY BENEFIT.

Sec. 105. Any member legally in benefit who becomes permanently disabled for life by accidental injuries received not less than one year after becoming a member, and while working at the occupations classified in Section 61, and is thereby totally incapacitated from ever again following the trade for a livelihood, shall be entitled to the Disability Benefit as prescribed in this Constitution, and this shall relieve the U. B. from any further obligation, and upon the payment of his claim the F. S. shall strike his name from the books, and he shall not be eligible for readmission in any L. U. in the U. B. only as a non-beneficial member.

Sec. 106. Permanent disability shall consist of total blindness; the loss of an arm or leg, or both; the total disability of a limb; the loss of four fingers on one hand; or being afflicted with any physical disability resulting from sudden accident as prescribed in Section 105.

Sec. 106. (a). Notice must be given to the G. S. of all permanent disability claims within 60 days from the time the surgeons or doctors decide the member is permanently disabled, and all claims for disability must be filed with the G. S. within one year from the date of accident; failure to do so shall invalidate the claim.

Sec. 107. Whenever such disability has occurred through actual negligence, or the use of alcoholic drinks on the part of the disabled brother, he shall not be entitled to benefit.

Sec. 108. In all claims for disability benefit the claimant

shall be carefully and thoroughly examined by at least two competent and reputable physicians selected by the Local Union, and they shall send a certificate in writing to the Local Union as to the nature and extent of the disability and their opinion whether the claimant is totally disabled for life within the meaning of Section 105. The expense of said examination to be paid by the Local Union, and the report of said physicians to be sent to the G. S.

PRESENTATION AND PAYMENT OF CLAIMS.

Sec. 109. When any death or disability occurs, the person applying for benefit shall present to the Local Union concerned a certificate of the facts from the attending physician, and if approved by the Local Union the same shall be forwarded by the F. S. to the G. S., with the claim certificate of the U. B., properly filled, and shall also send all other papers required.

Sec. 110. Upon receipt of a claim, the G. S. shall investigate the same, and if he approves the claim the G. T. shall at once forward to the F. S. a bank check or draft for the amount of the benefit due, and payable to the person entitled to receive it.

Sec. 111. Any Local Union owing three months' dues or taxes to the U. B. shall not be entitled to benefit, nor shall its members be entitled to benefit until three months after all arrearages are paid. The G. S. shall notify each Local Union when two months in arrears. (See Section 59.)

Sec. 112. Any officer or member making use of improper means to obtain benefits or who shall make false statements as to age or health, or knowingly present or sign any claim of a fraudulent character for benefit, upon proof thereof, shall be expelled from the U. B.

CLEARANCE CARDS.

Sec. 113. A member who leaves the jurisdiction of his Local Union to work in another locality or transfers his membership, must apply to the F. S. and present due book and have Clearance Card properly filled out. It is compulsory for the Local Union to issue said Card, providing the member has no charges pending against him and pays all arrearages, together with current and ensuing month's dues in advance. He shall deposit said Card in the Union having

jurisdiction on the first meeting night after having secured work.

Sec. 113. (a) No Union shall have the right to collect dues again for the months paid (current and ensuing months only) on a Clearance Card. The L. U. issuing the Card shall pay to the G. S. the tax for said member for the period the Card holds good, and he shall be considered a member of that Union until he deposits his Card, when he becomes a member of the L. U. wherein said card has been deposited.

Sec. 113. (b) Any General Officer while employed by the U. B. shall not be required to take a Clearance Card from the L. U. of which he is a member at the time of his election or appointment.

Sec. 114. A member of the L. U. taking out a Clearance Card before he is six months a member shall pay into the L. U. accepting the Clearance Card the sum of \$5.00.

Sec. 115. In entering a Local Union a member with a Clearance shall hand in his due book to the President, who shall appoint a committee of three, who shall retire and examine the applicant and report at once, then a vote shall be taken, and if a majority of the votes are favorable, he shall be admitted.

Sec. 116. On deposit of said Card the F. S. receiving it must sign and affix the seal to the coupon and at once forward it by mail to the F. S. of the L. U. from which the member transferred, he to then forward it to the G. S., as evidence of its deposit. (Note instructions in due book.)

Sec. 117. Any member working in a District from which he returns home daily, or who is sent temporarily, into an outside jurisdiction by an employer from his own district, shall not be required to take out a Clearance Card, but shall be governed by the trade rules of the District in which he works.

RESIGNATIONS AND SALOON KEEPERS.

Sec. 118. A member can withdraw or sever his connection with the U. B. by resignation in writing, and it shall require a two-thirds vote of members present at a regular meeting to accept a resignation. No person who engages in the sale of intoxicating drinks can be admitted or retained as a member. A member who resigns can be re-admitted only as a new member. A member wishing to

withdraw or sever his connection with the U. B. shall present his resignation in writing, which shall be laid over for two weeks for investigation.

VISITING MEMBERS.

Sec. 119. A member in good standing can visit any Local Union, provided he is in possession of the current Quarterly Password, and must produce, if called upon, a clear Card of Membership.

GENERAL STRIKES AND LOCKOUTS.

(The laws here subjoined in every particular apply to lockouts as well as to strikes.)

Sec. 120. Strikes not requiring financial aid from the G. E. B. can be conducted on the rules and usages laid down by the D. C. or Local Union interested, and any Local Union or D. C. engaging in a general strike without consent of the G. E. B. lays itself liable to expulsion.

Sec. 121. Where a D. C. exists, it shall adopt rules for the government of strikes and lockouts in that district. Where a member from an outside district goes into any city to take advantage of better conditions he shall take the risk of being called out on strike without pay, as provided for in Section 45 and 46.

Sec. 122. Any member who goes into any city seeking work or who goes to work where a strike or lockout is pending, shall be subject to a fine of not less than \$25 or expulsion, or both. Said fine to be paid to the D. C. or L. U. having jurisdiction where the offense was committed. His name shall be reported to his Local Union, and said Union shall enforce this action and charge the fine on their books against him, under penalty of expulsion from the U. B.

Sec. 123. When any trade difficulty arises the members aggrieved shall lay the case before their Local Union of D. C.

Sec. 124. If said body decides to sustain them, the President of the Local Union or D. C. shall appoint a Conference Committee of three capable members to wait on the employer or employers, with a view to adjust the difficulty or dispute.

Sec. 125. The Conference Committee shall report at the next stated meeting, and if no settlement has been effected, the Local Union or D. C. shall then proceed as prescribed in this Constitution.

Sec. 126. In no case shall a Local Union or D. C. take action on any difficulty requiring assistance from the U. B. until all the members in good standing under its jurisdiction are duly notified to attend the meeting.

Sec. 127. After a decision is arrived at, it shall be the duty of the R. S. of the Union or D. C. involved in such case, to give the members at least one week's notice of any demand upon the employers.

Sec. 128. If a two-thirds vote by secret ballot of the members present in such meeting shall decide that the members involved be sustained, then the R. S. of the Local Union or D. C. shall at once transmit a detailed account of the difficulty to the G. S. on the official form provided by the G. S. for such cases.

Sec. 129. The G. P. shall then, if the G. E. B. decide it necessary, deputize some suitable member to proceed at once to the scene of the difficulty, with power to select three members of the Local Union or D. C. involved, to go with him and visit the employer and endeavor to adjust the trouble by negotiation or arbitration.

Sec. 130. Failing in a settlement, the Deputy shall telegraph or report in writing to the G. P., and give a concise and full statement of difficulty, his efforts at settlement, the answers of the employers, and also his recommendations as to what course should be pursued.

Sec. 131. The G. P. shall then at once submit the application and all the facts to a vote of the G. E. B., who shall send their reply to the G. S. by telegraph, within three days after receipt of application, under penalty of \$10 fine.

Sec. 132. The G. E. B. shall then have power, if they deem it advisable, to sustain the action of the L. U. or D. C., provided the body affected is one year connected with the U. B. The G. S. shall notify the L. U. or D. C. in question immediately after action of G. E. B. whether the application for aid is sanctioned.

Sec. 133. Relief in cases of strikes or lockouts may be given members only at such rate and extent as the general funds will warrant, and shall not be payable before the end

of the second week of the strike or lockout, and then from the beginning of the second week, providing financial aid has been voted by the G. E. B. and the strike or lockout has been legally sanctioned by that body. All members shall be entitled to relief, provided that a member who is in arrears shall out of his first payments square up his arrearages in full. In all strikes or lockouts only those men employed where such strike or lockout takes place are entitled to strike-pay under our laws.

Sec. 134. In case of a strike or lockout, where immediate aid is required the G. P., G. S. and G. T. be vested with power to appropriate such sums as in their judgment deem advisable to meet these particular demands and until such time as the G. S. can act upon the same through correspondence with the G. E. B.

Sec. 135. The Treasurer of the Strike Committee of the Union or D. C. involved shall furnish weekly to the G. S. a complete financial report, signed by the Chairman of the Strike Committee, itemizing receipts and expenditures, and the Secretary of the Strike Committee shall report such other facts as may be required by the G. S. For non-compliance with this section, further aid shall be discontinued on authority of the G. P. and G. E. B.

Sec. 136. The G. P. and G. E. B. shall have power, when satisfied from facts and information in their possession that support in a strike or lockout should cease, to declare the same at an end, so far as the financial aid of the U. B. is concerned.

Sec. 136. (a). Unions cannot make agreements to debar their members from working for contractors or bosses other than those connected with the Bosses' or Builders' Association. Nor shall they affiliate with any central organization whose Constitution or By-Laws conflict with those of the U. B.

GENERAL VOTE.

Sec. 137. Whenever a general vote of the members is taken, it shall require a two-thirds vote of the members voting to decide, and said general vote, under seal of the Local Union, shall be returnable to the G. S. within six weeks from date of circular calling for the vote, and the result, *pro* and *con*, in each Local Union, shall be published in the official journal.

RULES FOR LOCAL UNIONS.

LOCAL OFFICERS.

Sec. 138. The officers of a Local Union shall be a President, Vice-President, a Recording Secretary, a Financial Secretary, a Treasurer, a Conductor, a Warden, and at least three Trustees. Seven members shall constitute a quorum.

Sec. 139. Said officers shall serve for a term of six months, or until their successors are elected, installed and duly qualified, with the exception of the Trustees, who shall be elected in such manner that the term of one Trustee shall expire at the end of each term successively. Neither the Treasurer nor F. S. can act as Trustee.

Sec. 140. Three Aditors shall be elected by the L. U. to audit the finances of the L. U. as per Section 159. They shall hold office for the term of nine months each, to be elected alternately.

Sec. 141. The nomination of local officers shall take place on the first regular meeting nights in June and December, but may be reopened on motion the night of election.

Sec. 142. A member cannot be nominated for any office unless he is present on the night of the nomination, nor shall he be eligible unless he is a journeyman carpenter (as per Section 61) working at the trade, or employed by the organization, and has been six months a member in good standing of the U. B. prior to nomination, unless the Local Union has not been in existence the time herein required.

Sec. 143. The election of officers shall take place on the second meeting nights in June and December, and shall be governed by Sections 36 to 39 of the Constitution.

Sec. 144. The installation of officers shall take place on the first meeting nights in July and January. In case an officer does not appear for installation within two regular meetings after time provided for, his office must be declared vacant.

VACANCIES IN LOCAL OFFICE.

Sec. 145. If any officer shall fail to discharge the duties of his office for three successive meetings, without satisfactory excuse, the office shall be declared vacant by the President, and an election to fill the same shall take place at the next stated meeting.

Sec. 146. Any officer of the Local Union may be removed after due trial upon charges preferred against him and sustained by a two-thirds vote of the members present.

Sec. 147. Vacancies occurring in any local office shall be filled at the next regular meeting, in the same manner as provided for in the election of officers. During the temporary absence of any officer, the President shall appoint a member to fill the vacancy *pro tem*.

Sec. 148. In the absence of both the President and Vice-President, the Recording Secretary shall call the meeting to order, and the Local Union shall elect a President *pro tem*.

DUTIES OF PRESIDENT.

Sec. 149. The President shall preside at all meetings, preserve order and enforce the Constitution and By-Laws; he shall decide all questions of order subject to an appeal to the Union. He shall have the casting vote in case of a tie, and shall sign all orders on the Treasurer authorized by the Local Union.

Sec. 150. The President shall appoint all committees or such other officers as may be necessary, unless otherwise ordered, and shall have power to order the R. S. to call special meetings when requested in writing by five members in good standing, and shall perform such other duties as are appertaining to his office.

DUTIES OF VICE-PRESIDENT.

Sec. 151. The Vice-President shall assist the President in the discharge of his official duties and fill his place in the case of absence, death, removal or resignation.

DUTIES OF RECORDING SECRETARY.

Sec. 152. The R. S. shall keep the correct minutes of each meeting, read and preserve all documents and correspondence, issue all summons for special meetings, have

charge of seal and affix the same on all official documents, draw and sign all legal orders on the Treasurer and conduct all official correspondence.

Sec. 152. (a). The R. S. shall keep a record of all applications for membership, send a list of the names and addresses of all new officers to G. S., also all changes, and report to the F. S. the expenditures at the close of each meeting, and perform such other duties as the Local Union may direct, or as prescribed in the Constitution.

DUTIES OF FINANCIAL SECRETARY.

Sec. 153. The F. S. shall receive all moneys paid into the Union, and immediately make entry of same in the day book with ink. He shall at the close of each meeting pay the same to the Treasurer, from whom he shall take a receipt; he shall keep a correct account of each member, with full name and residence.

Sec. 153. (a) The F. S. shall enter and date each payment on the card of membership, and sign the same, and shall book in his ledger the exact date, as per Section 54, and full amount of each payment of dues. He shall keep the cash book and announce before adjournment to the Local Union the detailed receipts and expenses of each meeting.

Sec. 153. (b) The F. S. shall make a written report monthly to the G. S. on the official blanks furnished for that purpose under penalty of \$2.00 fine, and report not later than the second meeting night of each quarter, to the L. U. as to the numerical and financial standing of the Local Union for the preceding quarter, and shall give such bond to the Trustees as may be required of him by his L. U.

DUTIES OF TREASURER.

Sec. 154. The Treasurer shall receive from the F. S. all moneys collected and give receipt for same; he shall make no disbursements without the sanction of the Local Union, and only upon an order signed by the President and R. S.

Sec. 154. (a). The Treasurer shall make an itemized statement on the first meeting night of each quarter for the preceding quarter to the Local Union of all moneys received and paid out by him, and submit his books and vouch-

inspection at any time when called upon, and perform such other duties as the Union may require. He shall receive at least one dollar per annum as salary.

Sec. 155. The Treasurer shall file a bond with the Trustees of the Local Union in such amount as shall be fixed by the L. U. as security for the funds and the faithful performance of his duties, and he shall not at any time be allowed to hold more moneys than his bond amounts to.

DUTIES OF CONDUCTORS.

Sec. 156. The Conductor shall examine all present on night of meeting and report to the President all without the password. It shall be his duty to allow no one to remain without the password. He shall obtain the names of all candidates awaiting initiation and report the same to the R. S.; he shall conduct the candidate through the initiation ceremony, and shall perform all duties appertaining to his office. He shall be furnished an assistant when necessary.

DUTIES OF WARDEN.

Sec. 157. The Warden shall take care of the doors at the meeting, and see that no one but members with the current quarterly password shall enter. Members without the password he shall announce by name, and if correct he shall admit them, and the Vice-President shall furnish them the password.

DUTIES OF TRUSTEES.

Sec. 158. The Trustees shall have the supervision of all funds and properties of the Local Union, subject to such instructions as they may receive from time to time from the L. U.

Sec. 158. (a) It shall be the duty of the Trustees to see that the Treasurer deposits in such bank as the Local Union may decide, all moneys over and above such sum as the L. U. may decide shall be left in his hands for contingent expenses or legal bills, instructing the officers of the bank to pay no more money on account of the L. U. except on order signed by the President and R. S. and stamped with the seal of the L. U.

Sec. 158. (b) The Trustees shall examine the bank book of the Treasurer monthly, and see that it is correct, and shall report quarterly to the Local Union and semi-annually to the G. S. on blanks supplied from the General Office, and shall prepare and execute the bonds of the F. S. and Treasurer, in the name of the Board of Trustees, and shall hold the same, and perform such other duties as are prescribed in this Constitution or that the Local Union may direct.

Sec. 158. (c) The Trustees through the Recording Secretary shall notify all members of the L. U. to be present at the first meeting night of each quarter for the purpose of comparing the member's due cards with the books of the F. S. A fine of not less than 25 cents shall be imposed on each member who fails to attend this quarterly meeting.

AUDITORS.

Sec. 159. The duties of the Auditors shall be to make a monthly audit of the cash book, ledger, vouchers and accounts of the F. S. and Treasurer after the last meeting night of each month, and make a written report of their audit to the L. U.

COMMITTEES.

Sec. 160. All committees shall perform the duties assigned to them within the time specified, and shall report in writing, and no person shall be exempt from serving on a committee, when called upon to serve, unless excused by vote of the Local Union, or who is already a member of some other committee. No member can be appointed on a committee when absent from the Union.

Sec. 161. Committees holding money, the property of the Local Union, either as balances or appropriations, shall, at the next regular meeting after completing their work, deliver the same into the hands of the F. S., together with all vouchers and accounts, and in no case shall a committee be discharged until all bills are paid and they are reimbursed for their expenses, or paid for time lost, if any, provided the Local Union has originally agreed to do so.

Sec. 162. The first person named on a committee shall be its chairman until another is chosen by the committee.

MISDEMEANORS AND PENALTIES.

Sec. 163. Any officer or member who becomes an habitual drunkard, or who is guilty of improper conduct, or who wrongs a fellow-member or defrauds him, or commits an offense discreditable to the U. B. shall be fined, suspended or expelled.

Sec. 163. (a). Any officer or member who endeavors to create dissension among the members, or who works against the interest and harmony of the U. B., or who advocates or encourages division of the funds or dissolution of any Local Union, or the separation of any L. U. from the U. B., or who embezzles the funds, shall be expelled and forever debarred from membership in the U. B.

Sec. 164. Any officer or member who wilfully slanders an officer or member of the U. B., or who violates the trade rules of the locality in which he is working, or who fraudulently receives, or who attempts to misapply, or who embezzles the funds of the U. B., or of any Local Union or the moneys of any member or candidate intrusted to him for payment, shall be fined, suspended or expelled, as the L. U. may decide.

FINES.

Sec. 165. Any member who acts in violation of his obligation, or violates any section of this Constitution or By-Laws, shall be fined, suspended or expelled, at the discretion of the Local Union, except where the punishment is specified in the laws.

Sec. 166. Any officer or committeeman who shall fail or neglect to perform any duty required of him by the Constitution and By-Laws, or by the Union, shall be fined.

Sec. 167. Any member entering the meeting in a state of intoxication, or who disturbs the harmony thereof, or who uses profane or unbecoming language during the meeting, shall be admonished by the Chair, and if he again offend, shall be excluded from the room and be fined fifty cents; for the second offense, one dollar; for the third offense he shall be suspended for three months. A visiting brother shall be subject to these laws; and fines shall be payable to the L. U. where offense is committed. The President shall strictly enforce this section.

Sec. 168. Any member suspended or expelled for any misdemeanor shall not be received into any Union again only by a two-thirds vote of the L. U.

Sec. 169. The President shall impose all fines as laid down by the Constitution and By-Laws, unless otherwise provided.

Sec. 169. (a) All fines and assessments legally levied shall be charged by the F. S. to the member from whom due and shall stand against such person as regular dues, and are payable within thirty days, and must be liquidated prior to any dues, to entitle him to any privilege, rights or benefits of this U. B. Members working during a strike must pay a strike assessment if levied.

Sec. 169. (b) All fines levied by any Local Union or D. C. on a member of an outside District shall be charged and collected from him by his L. U. and forwarded to the D. C. or L. U. where violation of rules occurred, under penalty of suspension.

Sec. 169. (c) A fine can be remitted or reconsidered only by a two-thirds vote of the members present at the same or next meeting.

CHARGES AND TRIALS.

Sec. 170. A member must be charged and tried within the jurisdiction of the Local Union or D. C. where the offense was committed, and if he is a traveling member a copy of the verdict must be sent to the L. U. of which he is a member. Any Local Union may fine, expel or suspend a member, by a three-fourths vote, when the evidence is plain and the circumstances require immediate action. A member forfeits his right to appeal within the U. B. by taking his case to the civil courts.

Sec. 171. All charges must be made in writing, and must specify the offense or offenses, and the section of the Constitution or By-Laws so violated, and be signed by the member or members making such charges.

Sec. 171. (a). The charges must be read at the meeting and lie over until the next meeting, and the member must be notified in writing by the R. S. to then attend, and at the same time shall be furnished by the R. S. with a copy of the charges and specifications against him.

Sec. 171. (b). He can sit in the meetings and remain in

benefit until convicted of the charges; but if an officer, he may be retired from office by his Local Union or D. C. while his case is pending.

Sec. 172. All charges shall be referred to a Trial Committee, consisting of five, the accused and accuser having the alternative of each challenging any three members of said Committee. Any member so challenged shall not serve on the committee.

Sec. 173. The Local Union shall nominate the names of eleven members whom it thinks most competent of giving a fair and impartial hearing of the case. The R. S. shall place the names in the ballot-box, and the Vice-President shall draw the same from the box, and call the names aloud until he has drawn five, when the case will be given to them for investigation.

Sec. 174. The accused shall have a fair and impartial trial, and shall be allowed until the next regular meeting to appear and reply, either in person or by counsel, the latter must be a member of the U. B., and failing to do so, the committee shall proceed with the investigation. Testimony of persons not members is admissible.

Sec. 175. The Chairman of the committee shall, without delay, summon the accused in writing, together with the witnesses for and against him, and try the case.

Sec. 175. (a) When the committee has come to a decision in the case, the Chairman of said committee shall, at the next regular meeting thereafter, submit a full report of the case, with their verdict and the evidence, in writing, to the Local Union.

Sec. 175. (b) There shall be no debate on, or review of the case by the Local Union, except that the defendant and prosecuting witness, either personally or by representative, shall be allowed to plead for, or state their side, and then it shall require a two-thirds vote of the members present to convict the defendant and affix such legal penalty as they may deem proper. When found guilty of an offense for which a penalty is fixed by the Constitution and By-Laws, it shall be the duty of the presiding officer to impose such penalty. The report of the committee must be filed by the R. S. for future reference. A member has the right of appeal as prescribed by Sections 79 to 81.

Sec. 176. The above laws do not apply to the violations

of Trade Rules where a D. C. exists. In the latter event, the accused must be tried by the D. C. under its rules.

Sec. 177. If the accused wilfully neglects or refuses to stand his trial, the committee shall deem him guilty of contempt, and he shall be punished as the Local Union may determine.

Sec. 178. Any officer or member who is a party to, or directly interested in any case or trial in a Local Union, shall not be permitted to act as a member of the committee.

FUNDS OF LOCAL UNIONS.

Sec. 179. The funds or property of a Local Union shall be used only for such purposes as are specified in the Constitution and By-Laws, and as may be required to transact and properly conduct its business, viz.: Payment of salaries and benefits; purchasing stationery, books, cards, printing, payment of rent, or any legally authorized bill against the Union. But under no circumstances shall any of the funds be used for loans or donations to members, nor for political purposes. Violation of this section subjects the offending Union to the penalty of suspension.

Sec. 180. No donation for any purpose shall be given, nor tax or special assessment shall be levied by any Local Union, except by a two-thirds vote of all members present, and cannot be declared valid upon the night of its introduction, but must be laid over at least two weeks for consideration (except in case of appeal for aid from sister L. U. on strike with sanction of the G. E. B.). The Union in the meantime must notify all members by mail that said donation, tax or assessment is pending.

Sec. 181. The funds or property of a Local Union cannot be divided in any manner among the members individually, but shall remain the property of the L. U. for its legitimate purposes while ten members remain therein. (See Section 48.)

Section 182. All money paid out of the Funds of a Local Union, with exception of capita tax (see Section 57) must be by majority vote of the members, for which an order must be drawn on the Treasurer, signed by the President and R. S., and stamped with the seal of the L. U. No appropriation of money can be voted after 10:30 P. M.

LABEL.

The attached design of Label shall be the official label of



this United Brotherhood.

Sec. 183. The G. O. shall, as soon as possible, have same registered in every State of the Union, through the good offices of some D. C. or L. U. in each State. Registry to be in the name of the United Brotherhood of Carpenters, and the expense to be borne by the G. O. After such registry every D. C. in said State, or L. U. where no D. C. exists, shall have the right to issue labels of above design, numbered consecutively, and the D. C. or L. U. issuing same printed in its proper place on the label to any Union shop or mill under their jurisdiction under the following conditions:

Sec. 183. (a). No shop or mill shall be entitled to the labels except such shop or mill has an eighth-hour workday and a minimum pay of 30 cents per hour to all bench and machine hands, and employs members of the U. B. exclusively, except where dispensation has been granted by the General President upon application from the District Council or Local Union. And the General President shall have power to grant dispensation to use a stamp or die, where such will be beneficial to the organization.

Sec. 183. (b). Every Union shop or factory shall have a Delegate. Said Shop Delegate shall be the authorized person to apply the label, if said shop or factory is complying with foregoing conditions, and all other trade rules of the district where located. A meeting of the members employed in said shop shall be held at least once a month, which meeting shall elect said Delegate. Every member working in said shop shall do Delegate duty for one month: the member working there longest preceding, all others to follow in rotation.

Sec. 183. (c). Under no circumstances shall an employer be permitted to handle labels nor have same in charge; nor shall any one but a member of the U. B. be permitted to attach same, and the Shop Delegate shall at all times keep same securely locked up, so that no one else may have access to same. All labels attached to finished product by members of the U. B. shall be attached in such a manner that they cannot be removed therefrom without destroying the label.

Sec. 183. (d). Every label shall have the factory number stamped thereon. Whenever a label is applied without the factory number thereon it shall be regarded as forged. The factory number in conjunction with the name of the D. C. or L. U. issuing said label will thus permit recognition of the product of any particular factory in any part of the United States.

Sec. 183. (e). In case of any grievance or violation of agreement by the employer, the D. C. shall withdraw the Union Label from said employer. The Shop Delegate shall report to the D. C. or L. U. issuing the labels the conditions of their respective shops at least once a month, or as often as required; receive labels and account for their use; and shall be responsible for the proper discharge of their duties.

Sec. 183. (f). It shall be the duty of the Secretary of each D. C. or L. U. issuing labels to keep a correct and accurate account of all labels printed, their numbers and the shops to which they have been issued and to furnish all information regarding the use of the label which may be called for by the D. C. or the G. E. B. Shop Delegates failing to report as required by the D. C. or L. U. shall be fined.

Sec. 183. (g). For misuse of the Union Label the Shop Delegate shall be fined \$25.00 for the first offense. For the second offense he shall be expelled.

Sec. 183. (h). The G. E. B. shall have power to order the withdrawal of the Union Label from any shop in any district, upon charges duly made of violation of the above laws, and shall have power to regulate and investigate the issuance of the Union Label in accordance with the foregoing laws and regulations.

Sec. 183. (i). It shall be the duty of all District Councils and Local Unions to promote the use of trim and shop-made carpenter work bearing this label, and wherever pos-

sible to prevent the members under their jurisdiction from encouraging the use of any unfair material by handling the same.

AMENDMENTS OR ALTERATIONS.

Sec. 184. This Constitution, and the Local Rules herein contained, can be amended or altered at the regular sessions of the Convention by a majority vote of the delegates present, or as provided for in Section 35, and all such amendments or alterations must be submitted by the G. S. within 20 days after the Convention adjourns to the Local Unions for a general vote to be taken as provided in Section 137. A two-thirds vote of the members voting shall be necessary to sustain such amendments or alterations to make them law.

Sec. 184. (a). Any Local Union may submit an amendment to the Constitution and Local Rules as a new law. The proposed amendment must be sent to the G. S., who shall publish it in *The Carpenter* one month prior to the next regular meeting of the G. E. B., and if approved by that body, it shall be submitted to a general vote. If the amendment is endorsed by five Unions in as many States, approval of the G. E. B. shall not be required.

PARLIAMENTARY RULES.

Rule 1. On motion, the regular order of business, see Page 2, may be suspended by a two-thirds vote of the meeting at any time, to dispose of any urgent business.

Rule 2. All resolutions and resignations must be submitted in writing.

Rule 3. Any conversation by whispering or otherwise, which is calculated to disturb a member while speaking, or hinder the transaction of business, shall be deemed a violation of order.

Rule 4. Partisan politics or sectarian discussion shall not be permitted in the meetings under any circumstances.

Rule 5. All questions of a parliamentary nature not provided for in these Rules shall be decided by Roberts' Manual.

MOTIONS.

Rule 6. A motion to be entertained by the presiding officer must be seconded, and the mover as well as the seconder must rise and be recognized by the Chair.

Rule 7. Any member having made a motion can withdraw it by consent of his seconder, but a motion once debated cannot be withdrawn except by a two-thirds vote.

Rule 8. A motion to amend an amendment shall be in order, but no motion to amend an amendment to an amendment shall be permitted.

Rule 9. Any member may call for a division of a question when the sense will admit thereof.

DEBATE.

Rule 10. A motion shall not be subject to debate until it has been stated by the Chair.

Rule 11. When a member wishes the floor he shall rise and respectfully address the Chair, and if recognized by the Chair he shall be entitled to the floor.

Rule 12. If two or more members shall rise to speak at the same time, the Chair shall decide which is entitled to the floor.

Rule 13. Each member, when speaking, shall confine himself to the question under debate and avoid all personal, indecorous or sarcastic language.

Rule 14. No member shall interrupt another while speaking, except to a point of order, and he shall definitely state the point, and the Chair shall decide the same without debate.

Rule 15. If a member while speaking be called to order he shall take his seat until the point of order is decided, when, if decided in order, he may proceed.

Rule 16. If any member shall feel himself personally aggrieved by a decision of the Chair, he may appeal to the Local Union from the decision.

Rule 17. When an appeal is made from the decision of the Chair, the Vice-President shall then act as Chairman, and he shall state the appeal to the meeting in these words: "Shall the decision of the Chair be sustained as the decision of the Union?" The member will then have the right to state the grounds of his appeal and the Chair will give the reasons for his decision, thereupon the Union will proceed to vote on the appeal, without further debate, and it shall require a majority vote to sustain such appeal.

Rule 18. No member shall speak more than once on the same subject until all the members desiring the floor shall have spoken, nor more than twice, without unanimous consent, nor more than five minutes at any one time.

Rule 19. The presiding officer shall not speak on any subject unless he retires from the Chair, except on points of order and appeals from the decision of the Chair, and in case of a tie he shall have the casting vote.

PRIVILEGED QUESTIONS.

Rule 20. When a question is before the meeting, no motion shall be in order except: (1) To Adjourn. (2) To Lay on the Table. (3) For the Previous Question. (4) To Postpone to a Given Time. (5) To Refer or Re-commit. (6) To Amend; and these motions shall have precedence in

the order herein arranged. The first three of these motions are not debatable.

Rule 21. When the previous question is moved and seconded, it shall be put in this form: "Shall the main question be now put?" If this is carried all further motions, amendments and debate shall be excluded and the main question put without delay.

Rule 22. If a question has been amended, the question on the amendment shall be put first. If more than one amendment has been offered the question shall then be put as follows: (1) Amendment to the Amendment. (2) Amendment. (3) Original Proposition.

Rule 23. When a question is postponed indefinitely it shall not come up except by a two-thirds vote.

Rule 24. A motion to adjourn shall always be in order, except: (1) When a member has the floor. (2) When members are voting. (3) When it has been decided to take the previous question.

TAKING THE VOTE.

Rule 25. Before putting a question to vote, the presiding officer shall ask: "Is the Union ready for the question?" Then it shall be open for debate. If no member rise to speak, the presiding officer shall then put the question in this form: "All in favor of the motion say, Aye," and after the affirmative vote is expressed, "Those of the contrary opinion say, "No." After the vote is taken he shall immediately announce the result.

Rule 26. When the presiding officer has commenced taking a vote, no further debate or remarks shall be allowed unless a mistake has been made, in which case the mistake shall be rectified, and the presiding officer shall again take the vote.

Rule 27. Before the presiding officer declares the vote on a question, any member may ask for a division of the house, then the Chair is in duty bound to comply with the request, and a standing vote shall then be taken, and the Conductor shall count the same.

Rule 28. Every member present shall vote on all questions before the Union, unless personally interested or excused by the Union.

Rule 29. When a blank is to be filled, the question shall be taken first upon the largest sum or number, or the longest or latest time.

Rule 30. When a question has been decided, it can be reconsidered only at the same meeting or on the next regular meeting night.

Rule 31. A motion to reconsider must be made and seconded by two members who voted with the majority.

Rule 32. All questions, unless otherwise provided, shall be decided by a majority of all votes cast.

STANDING DECISIONS OF THE G. E. B.

1885.

Jan. 2—A member who leaves the trade to enter another occupation need not withdraw from the U. B. He can still remain a member and in benefit, except he engages in the sale of intoxicating drinks or engages in hazardous work.

April 22—A Union lapsed or suspended, if reorganized or reinstated, shall not be in benefit until six months after date of reinstatement.

1886.

Feb. 19—We favor the licensing of architects.

Feb. 19—A member in the ante-room on business authorized by the Union, or out on official business, must be considered as present at the meeting, and is eligible to nomination for office.

1887.

Feb. 15—A Union not holding meetings at least once a month forfeits its charter and is not in benefit.

Feb. 22—Carpenters joining the army and navy cannot be entitled to benefit, as they assume unusual risk.

June 22—In movements for wages and hours where members are working at woodwork, outside of house carpenter work, they can be exempt from trade rules.

Sept. 17—Grading wages is demoralizing to Union principles and to the welfare of the trade, and no Local Union should adopt the system of grading wages.

1888.

March 10—A Local Union can fix a fine as penalty for non-attendance of members at a monthly meeting.

July 11—No member of any Local Union can "scab" it on any other trade by going to work at such trade when it is on strike.

Nov. 24—Dues are chargeable on first of month, but a member does not fall in arrears until end of the month.

1889.

March 9—In death or disability claims, the card of a member must be retained by the G. S. as evidence.

June 1—Each Local Union is responsible for the carelessness or negligence of its own local officers.

June 29—Members working under Union rules during a strike must pay a strike assessment if levied.

1890.

Oct. 4—All Local Unions are hereby ordered not to circulate any appeal or circular asking financial aid or calling on the Locals in any form to purchase tickets, unless by the approval of the G. E. B., attested by the G. S.

1891.

April 2—A delegate to the convention of the U. B. must hold credentials from the Local of which he is a member, but several Locals can club together, or so can Unions in a D. C. and elect a delegate, but he must hold credentials from the Union of which he is a member.

July 16—All benefits are forfeited by a suspended Union, the same as a suspended member. A suspended Union cannot be entitled to any benefits other than those prescribed for a new Union.

Oct. 6—Notices are sent out regularly by the G. S. to all Locals two months in arrears. The G. S. cannot be held responsible for their non-delivery, especially where Financial Secretaries are negligent in advising the General Office of change of address. It is the duty of members of Locals to see that tax of their L. U. is promptly paid and receipts for the same read at the meeting.

1893.

Jan. 11—The G. E. B. deem it expedient to confirm an unwritten law heretofore in vogue in the U. B., and decree that all General Officers of the U. B. shall be exempt while in office from all local duties in the Locals to which they belong.

April 19—A member can remain a contractor, or enter into the business of contracting, provided he pays the scale of wages, obeys trade rules, and hires none but Union men, and complies with the Constitution, and does not do lump-work, piece-work or sub-contract for a carpenter contractor, and further provided, that he is not, nor does not become, a member of any contractors' or employers' union. Any violation of this rule to be punished by fine or expulsion.

Oct. 5—Relative to granting dispensations to Local Unions and members during the present crisis, by virtue of power vested in G. E. B. and G. S., by vote of Locals on circular dated Dec. 28, 1889, and again given by St. Louis Convention (see page 31 of printed proceedings), special instructions and full power are hereby given to the G. S. in dealing with extraordinary cases.

Oct. 5—The Board decides that seven members constitute a quorum.

1894.

Jan. 9—G. S. instructed to send for books of Local Union for examination in case of a doubtful claim for benefit.

April 9—In all strikes or lockouts only those men employed where such strike or lockout takes place are entitled to strike-pay under our laws.

1895.

Jan. 10—Where a member from an outside district goes into a large city to take advantage of better conditions, he should be willing to bear some of the burdens borne by the members of the U. B. in that city, and be willing to take the risk of being called out on strike without pay. This decision does not apply to strikes supported financially by the G. E. B.

1896.

Jan. 11—G. E. B. decides they cannot, under any circumstances, make appropriations to support Business Agents.

April 11—A member forfeits his right to appeal within the U. B. by taking his case to the civil courts.

1897.

Jan. 12—Unions will not be allowed to make donations

from their treasuries to keep members in good standing, unless such donation be made from a contingent fund.

April 7—Working cards can only be issued through the unions or D. C.'s of the U. B. and without discriminating charge in any locality against outside members.

April 9—Every part of Ritual is just as binding on members as is the Constitution of the U. B.

July 13—G. E. B. will not hear oral testimony in special cases. Decisions will be rendered solely on written testimony.

1898.

Jan. 5—Unions are not compelled to accept the resignation of a member when it is suspected he submits the same to be left free to violate trade rules.

April 5—Members violating trade rules and called out on strike are not entitled to strike-pay.

April 6—No member of the U. B. can be denied the right to belong to the National Guard if he choose to do so.

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